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IN THE MONGOLIAN COAL INDUSTRY

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THE REGULATION OF WAGES FOR UNDERGROUND WORKERS
IN THE MONGOLIAN COAL INDUSTRY

Following is the translation of an article by S. Gombosuren and T. Imamov in Byulleten' nauchnoy informatsii -- trud i zarabotnaya plata (Bulletin of Scientific Information -- Labor and Wages), No 10, Moscow, 1960, pages 54-57.

In accordance with directives of the XIII Congress of the Mongolian People's Revolutionary Party, a number of measures were adopted in 1958-1959 by the Council of Ministers of the Mongolian People's Republic on the regulation of normalization and payment of wages for laborers, engineering and technical workers, and employees in a number of branches of industry.

Of known interest is the experiment in wage regulation for workers in a comparatively new branch -- the coal industry.

In the Mongolian People's Republic the coal industry is concentrated mainly in the "Nalaykha" coal basin. The growth of this branch of industry began in the postwar period (after 1945). In place of almost homemade mines, first-class mines were constructed, which were equipped with the latest in technical advances. At the same time, production norms and evaluations, and wage payments, were not changed, which put a damper on the workers' creative initiative and retarded the further growth of labor productivity.

The coal mines had not fulfilled the production plan for coal for a long time. This was reflected in a negative way in the work of other branches of industry.

In connection with this a decision was adopted in the first quarter of 1959 by the Council of Ministers of the Mongolian People's Republic -- to study the work of the "Nalaykha" coal mines in order to effect sometime in the future reconstruction of the wage-payment system of workers, especially underground workers.

Study of the underground workers' working conditions and wages, and analysis of the technical-economic indices of the mines' work brought to light a number of deficiencies. In part, it was established that the above-ground workers of the "Nalaykha" coal basin receive higher wages than the underground workers. In order to correct this deficiency, progressive wage payment was introduced for the underground workers, as well as organizational improvements in the work of the mining brigades.

First Secretary, Comrade Yu. Tredenbal, and other leading workers of the Central Committee of the Mongolian People's Revolutionary Party, and members of the Council of Ministers of the Mongolian People's Republic

visited the coal basin. These men made a number of valuable observations.

The measures adopted increased considerably the miners' creative initiative. In the "Nalaykha" mines a new patriotic movement was born which spread throughout the entire republic -- the competition of miner brigades for the esteemed title of Brigade of Socialist Labor.

In the pre-May Day socialist competitions of 1959 the miner brigades achieved unheard of success, increasing the output of coal by more than 40%.

In carrying out partial wage regulation, the mine management of "Nalaykha", under the direction of the Bureau of Labor and Wages of the Council of Ministers of the Mongolian People's Republic, continued its work to perfect organization and wage payments. Production norms based on technical facts replaced those based on experience and statistics. Technical, organizational, and economic measures aimed at creation of conditions for the fulfillment of these new norms based on technology were worked out simultaneously. New wages were created, with increases of from 12-23%. A wage scale was prepared on the basis of which a trial scaling of wages for various types of jobs and workers was adopted. The preparatory work was concluded in August 1959.

The council of Ministers of the Mongolian People's Republic, by a decree of 11 September 1959, decided to transfer the underground workers of the "Nalaykha" coal mines to the new wage scale in the fourth quarter of 1959. For all the workers a single eight-category wage scale was adopted with the proportion of 1:2.7 between high and low on the wage scale. Piece-workers' wages were 15% higher than those of day laborers.

In establishing the new wage scales it was considered necessary to secure the higher wage level for workers in key positions. With this in mind, all the wage levels for various jobs and types of workers were reviewed, as well as production norms for underground work.

Careful scaling of jobs and workers made it possible to make a distinction in the wages of those underground workers in key positions according to the degree of complexity and importance of the task. For example, the wage rate of a coal borer in a stope is 32% higher than that of a dynamite-fuseman. The wage rate of a timberer in a stope, where the work is somewhat more complex and dangerous than the work of a borer, is 15% higher than the wage rate of a stope borer. The most complicated and responsible job is that of a coal combine machinist. He receives a wage that is 17% higher than that of a timberer, and 78% higher than that of a dynamite-fuseman.

This differentiation in the wages of those in key positions created keen interest among the workers to raise their qualifications. It summoned forth a striving for knowledge.

The introduction of a higher wage scale made it possible in the underground work to adopt new production norms based on technology, which were in accordance with the present level of technical development, organization of production and labor, as well as made it possible to do away partially with piece-work in places where it was unauthorized, in auxiliary positions.

In order to increase the workers' interest in the future increase of labor productivity and the fulfillment and overfulfillment of production

plans for piece-workers occupied in cleaning and processing work, a system of remuneration for fulfillment and overfulfillment of the monthly plan was initiated.

For fulfillment of the monthly plan, piece-workers engaged in cleaning and processing are paid a bonus of 15% of the piece payment for the month according to actual time worked, and for each percent of overfulfillment of the plan the piece-worker receives 1.5% of the piece payment.

Also, the complex brigades engaged in the mining of coal receive bonuses for fulfillment and overfulfillment of the coal mining plan. Complex brigades engaged in processing work receive bonuses for fulfillment and overfulfillment of norms in their work.

Piece-workers receive bonuses when fulfilling current production norms. Upon fulfillment of the cyclic norm the size of the workers' bonus is increased one and one half times.

Experience has shown that such a system of wage payment interests the workers to the highest degree in future growth of labor productivity.

Day laborers engaged in underground work in coal mines also receive bonuses for fulfillment and overfulfillment of the production plan according to the following scale:

Job	Percent Fulfillment of Plan by Mine, Section, or Stope in Which Laborer Works	Percent Size of Bonus in Proportion to Wage Rate for Time Actually Worked
Dynamite-Fuseman; electrician servicing mining combine; electrician servicing cutting machines; assembly worker	from 100 to 105	15
	from 106 to 110	20
	111 and higher	30
All other day laborers engaged in underground work	from 100 to 105	10
	from 106 to 110	15
	111 and higher	20

Bonuses are paid to day laborers according to the monthly results of work for the time actually worked. Chiefs of mines or sections have the right to deprive workers guilty of individual violations of their bonus either in full or in part. For the purpose of forming permanent cadres for underground work, new rates have been established for the lump-sum bonus for years of service.

Years of Uninterrupted Service in Underground Work	Amount of Lump-Sum Bonus for Years of Service Expressed in Percent of Wage According to the Scale for the Time Actually Worked
1-3	10
3-6	15
6-8	20
9-12	25
12-and more	30

The lump-sum bonus for years of service of underground workers is calculated according to wage scales for the time actually worked, and is paid once at the end of the calendar year.

Formerly, payment of the lump-sum bonus was effected after five years of service in underground work at the rate of 10% of the wage scale, with further increases of 10% after each five years of service. The new system of payment of the bonus for years service facilitates the rise in the mine workers' material welfare, helps attract more workers to underground service, and helps eliminate the turn-over in cadres.

After introduction of the new system of wage payments, the mine workers' wages increased more than 25%. Goals for the mining of coal are reached successfully, and occasionally are overreached. In the "Nalaykha" coal mines the workers' creative activity increased considerably. In answer to the concern of the party and government the miners are taking on new and lofty socialist obligations, and are fulfilling them with honor.

During 1960 it is planned to transfer the mineral mining industry to a new wage system similar to that of the "Nalaykha" coal mines.

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